

**2010 – 2011
Academic Staff Assemblyⁱ
15 September 2010 Agenda**

**12:15 – 1:45 p.m.
University Center 264**

- 1. *Approval of 12 May 2010 Minutes*** (*Final 2009-2010 Meeting and First 2010-2011 Organizational Meeting*)
- 2. Academic Staff Committee Reports**
 - a. Awards [Weber]
 - b. Economic Issues [Ehlen]
 - c. Elections/Balloting [Clokey]
 - d. Government [Fragola]
 - e. Organization [Miolo]
 1. Standardizing Timeline/Deadlines
 - f. Professional Development [Ehlen]
 - g. Instructional Promotions [Farmer]
 - h. Review [Ogunsola]
 - i. Title Appeals [Ehlen]
 - j. Titling [Naff]
 - k. Rewards and Recognition [Flanagan]
- 3. 2010-2011 Academic Staff Professional Development Seminars**
- 4. Updates/Announcements**
 - a. Council of Academic Staff Representatives [Miolo/Ehlen]
- 5. Other Business**
 - a. Collective Bargaining [Clokey/Ehlen]
 - b. Unit Clarification [Clokey/Ehlen]
 - c. *Competitive University Workforce Commission* [Ehlen]
 - d. *LGBT Taskforce Meeting* [Ehlen]
 - e. University of Wisconsin-Whitewater New Professionals Association [Ehlen]
 - f. Fall 2010 Whitewater Parks and Recreation Guide [Ehlen]
 - g. Performance Reviews [Ehlen]
 - h. Miscellaneous/Round Robin [Assembly Staff]

ⁱ *Italicized items include attachments for review/discussion.*

**Final 2009-2010
Academic Staff Assembly Meeting
12 May 2010 Minutes**

**12:00 – 12:30 p.m.
University Center 266**

PRESENT: George Clokey, Denise Ehlen [Chair], Nancy Farmer, Patricia Fragola, Nadine Kriska, Kyle Naff, Giuliana Miolo [Vice Chair], Elizabeth Ogunsola, Kim Simes, Gene Toboyek, and Curt Weber

ABSENT: Freda Briscoe and Mike Flanagan

- 1. Higher Education Opportunity Act Textbook Provisions Presentation by Dr. Barbara Monfils:** Ogunsola presented for Monfils. The Assembly reviewed the brochure Ogunsola distributed and were asked to direct any questions to Monfils.
- 2. Approval of 7 April 2010 and 21 April 2010 Minutes:** Miolo/Naff moved to approve the minutes. The Assembly discussed/reviewed the minutes. Approved by unanimous vote.
- 3. Academic Staff Committee Reports**
 - a. Awards [Miolo]: Miolo reported that Ehlen was awarded the non-instructional service award and Clokey was awarded the instructional service award.
 - b. Economic Issues [Ehlen]: No report
 - c. Elections/Balloting [Clokey]: Clokey reported that the election ran smoothly and the Assembly ratified the election results.
 - d. Government [Fragola]: No report
 - e. Organization [Miolo]: No updates
 - f. Professional Development [Ehlen]: Ehlen reported that the Committee completed reviews of three applications submitted in April and recommended funding for Mary Ann Emrey, Marilyn Kile, and Spencer Stuart. Ehlen called for a vote to ratify the recommendations. Miolo/Fragola moved to approve the recommendations. Approved by unanimous vote.
 - g. Instructional Promotions [Farmer]: No updates
 - h. Review [Ogunsola]: No updates
 - i. Title Appeals [Ehlen]: No report
 - j. Titling [Naff]: No report
 - k. Rewards and Recognition [Flanagan]: No report
- 4. 2009-2010 Academic Staff Professional Development Seminars:** Ehlen reported that the last seminar, Whitewater-University Technology Park, was on Monday 10 May 2010 and had a meager turnout. Ehlen and Lemmon will work on scheduling additional seminars for Fall 2010.

5. Updates/Announcements

- a. Council of Academic Staff Representatives [Miolo/Ehlen]: Miolo and Ehlen reviewed highlights and the minutes from the 7 May 2010 meeting.
- b. Affirmative Action/EEO/Diversity Committee Meeting [Ogunsola for Ehlen]: Ogunsola reviewed the minutes from the 27 April 2010 meeting.
- c. Strategic Planning and Budget Committee [Ehlen]: Ehlen reviewed highlights from the 11 May 2010 meeting.

6. Other Business

- a. Collective Bargaining/Unit Clarification [Clokey/Ehlen]: Clokey reviewed issues pertaining to collective bargaining and unit clarification.
- b. Whitewater Faculty Association Newsletter [Ehlen]: Ehlen reviewed the newsletter with the Assembly.
- c. Appreciation Resolution for Christine Clements [Ehlen]: Ehlen suggested the Assembly draft an appreciation resolution for Dr. Clements. The Assembly approved the recommendation unanimously. Lemmon will draft the resolution and bring it to an upcoming Fall 2010 meeting.
- d. Performance Reviews [Ehlen]: Deferred until an upcoming meeting.
- e. Miscellaneous/Round Robin [Assembly Staff]: Ogunsola announced that a PowerPoint of the Campus Climate Survey results is on the Chancellor's website.

Consensus to adjourn at 12:30 p.m.

Respectfully submitted,
Casey Lemmon, Governance Associate

**First 2010-2011
Academic Staff Assembly [Organizational] Meeting
12 May 2010 Minutes**

**12:30 – 1:00 p.m.
University Center 266**

- 1. Member Introductions:** The Assembly welcomed all of its returning members.
- 2. Academic Staff Committee Reports and Liaisons [Miolo, identify/assign liaisons]**
 - a. Academic Staff Awards: Weber
 - b. Academic Staff Economic Issues: Ehlen
 - c. Academic Staff Elections/Balloting: Clokey
 - d. Academic Staff Government: Fragola
 - e. Academics Staff Organization: Miolo
 - f. Academic Staff Professional Development: Ehlen
 - g. Academic Staff Instructional Promotions: Farmer
 - h. Academic Staff Review: Ogunsola
 - i. Academics Staff Title Appeals: Ehlen
 - j. Academic Staff Titling: Naff
 - k. Academic Staff Rewards and Recognition: Confirm with Flanagan; if not interested in continuing to serve as the liaison the seat will remain vacant and filling the seat will be discussed at the next meeting.
- 3. 2010-2011 Academic Staff Professional Development Seminars [Ehlen]:** Ehlen and Lemmon will begin working on the logistics for the Fall 2010 seminars.
- 4. Updates/Announcements**
 - a. 2010-2011 Meeting Dates and Times [Ehlen]: The Assembly agreed on a start time of 12:15 pm for each meeting. The Assembly decided on the following meeting dates: 15 and 29 September 2010, 13 and 27 October 2010, 10 November 2010, 1 and 15 December 2010, 26 January 2011, 9 and 23 February 2011, 9 and 30 March 2011, 27 April 2011, and 11 May 2011. Room location will be announced at a later date.
- 5. Other Business/Good News [Assembly Members]:** Priorities for 2010-2011 will be discussed at an upcoming meeting in the fall.

Consensus to adjourn at 1:00 p.m.

Respectfully submitted,
Casey Lemmon, Governance Associate

Lemmon, Casey C

Subject: FW: follow-up to CUWC meeting

From: Dahlvang, Donna R
Sent: Sunday, April 18, 2010 9:29 PM
To: tanderes@uwsa.edu
Cc: jtormey@uwsa.edu; Dahlvang, Donna R
Subject: follow-up to CUWC meeting

Mr. Anderes,

Here are a few ideas I have collected that I feel are important for creating recommendations. My apologies for taking a week to get them to you; please pass along to the committee co-chairs. Some may have already been mentioned, but I wanted to be sure they were recorded:

1. Regarding compensation requests: Using and distributing the overall % increase needed to reach the overall peer median will only add to the disparity between campuses. For example, for academic staff, the UW-Madison increase needed is 4.54%, UW-Milwaukee is 3.03%, and UW-comprehensives is 14.08%. If that is the data we are deriving the request from, it should be distributed as such, not as an average. This is the same for faculty and for senior academic and administrative leaders. If distribution is driven by legislation, it may require requesting a change for this "catch-up" increase.
2. Regarding retention, we need to look at every stage in the life of a UW employee. Right now, from time of hire, there is little that can be done monetarily for an employee for a number of years. Exploring an annual step increase program would help to keep employees interested in their first few years of employment, until they become vested in the System. We also have nothing for an employee once they have become (in the case of academic staff) Senior prefix, which generally happens after 7 years at the maximum. Perhaps pursuing a title above Senior, but more achievable than Distinguished?
3. Looking at performance based increases; allowing for exceptional performance compensation, similar to bonuses in the private sector.
4. Sabbaticals for staff other than faculty.
5. Ability to bank vacation earlier than 10 years (especially when we have furloughs).
6. Telecommute/flexible scheduling options - some of this is available depending on the campus, but there is great disparity in use.
7. Consistent use of tuition reimbursement for employees, rather than funding only if the department has sufficient funds and chooses to use it that way. OR, preferably, do away with tuition reimbursement and go to tuition remission for employees and their family members.
8. Use longer term contracts for academic staff. UPG's allow for job security through multi-year/rolling horizon contracts and use of probationary to indefinite appointments. However, this is used VERY inconsistently from campus to campus.
9. Allow for increased professional development opportunities.
10. Campus health programs that allow for no-fee use of wellness facilities and flexibility in scheduling to use them.

Overarching themes/other thoughts:

1. Consistency in policies among departments in a campus and from campus to campus. Simply using many of the options that a campus already has available to them (appointment types, tuition reimbursement, flexible scheduling,

telecommuting, etc.) in a consistent manner would probably do much for morale and retention of our best employees. It is very frustrating to learn that someone with your same title and duties on another campus has these benefits available to them when you do not.

2. If we have a great benefit program and it is an attractor for recruiting, we need to preserve and protect it. This includes our vacation/sick leave program, low-cost health benefits, and retirement program. We can't rob these benefits for monetary compensation or we will not gain overall competitiveness.

3. Many of the ideas above are low-cost or require little monetary outlay. It is important to stress the exorbitant cost of replacing an employee, from recruitment to training, and loss of productivity, not to mention morale. Chancellor Martin did an excellent job discussing this point from the faculty perspective on the Madison campus.

4. Develop a set of talking points to spur community leaders to talk about the importance of higher education in Wisconsin, the economic engine that is the UW System in Wisconsin and each campus' impact on its community, along with the need to support that with a competitive workforce. Perhaps in terms of dollars lost to the state or a specific community if we cannot support our System with a competitive workforce?

5. Develop an ongoing advocacy plan. How do we see this to reality after our work on this commission is done?

Feel free to contact me with questions.

Thank you,

Donna Dahlvang

Meeting Minutes - Chancellor's Task Force on GLBT from 9/8/2010

Attendees: Crista Lebens, Gwen Hering, Kate Burrow, Amy Edmonds, Chris Hollar, Dan Colleran, Kyle Naff, Jeff Angileri, Susie Williams, Ken Kohberger, Eric Barber, Elena Levy-Navarro, Katka Showers-Curtis, Ashley Struck, Jared_____ (IMPACT),

Not in Attendance: Amanda Helm, Joel Rollings, Kathy Mather, Kim Simes, Leah Thyne, Mary Beth Mackin, Robin Fox, No WSG representative

I. Review of Minutes

- a. No questions raised regarding the minutes of the May 12, 2010 meeting

II. Committee Member Update

- a. Jill Mallin and Cindy Estrup are out on Family leave (congratulations)
- b. Jared, Katka and Ashley attended on behalf of IMPACT
- c. No WSG representative was present

III. Transgender Brainstorm Meeting in June

- a. This group discussed several areas with the end result of Kim pulling all the suggestions together that will lead us in a natural direction. The pieces talked about included:
 - i. Recruitment to Campus (Admissions)
 - ii. Admissions Process/Registrar's Office
 - iii. Residence Life (housing applications, roommates, etc.)
 - iv. First Year Experience (Plan IT Purple, Club U Dub Dub, Peer Mentoring, etc.)
 - v. Financial Aid
 - vi. Campus Life (Student organizations, athletics/intramurals, etc.)
 - vii. Academics classroom, advising, study abroad, etc.)
 - viii. Campus Facilities (bathrooms, signage, etc.)

IV. Save Zone Training Dates

- a. September 28th (Tuesday) 11:30am – 12:30pm UC 261 – Chris & Kyle
- b. October 27th (Wednesday) 12:30 – 1:30pm UC 266 (*need people to facilitate*)
- c. December 9th (Thursday) 1:30-2:30pm UC 266 (*need people to facilitate*)

V. "Question: Identity – Fences: Wrong Answer, LGBTQ Perspectives" Crossman gallery

- a. The showing opening will be held in the Crossman Gallery at 5pm on Monday, October 18th and will run through November 13th. Pictures will also line the wall past the Kachel Dance Studio and into the foyer of the Young Auditorium. For more information please go to the Crossman Gallery site: <http://blogs.uww.edu/crossman/>, scroll to chronological listing.*

VI. The Laramie Project

- a. Tectonic Theatre Project on Monday, October 18, 2010 • 7:30 pm
- b. General Public - \$29.50, \$24.50, \$19.50 UW-W Student - \$14.50
There will be a Post Show Q & A
- c. For more information please go to:
<http://www.uww.edu/youngauditorium/season/1011laramie.html>
- d. There will be a pre-show sound bite sponsored by an alum of UW-Whitewater

- e. This is the ONLY date in the whole state of Wisconsin share with all your friends & colleagues

VII. The Laramie Project: Ten Years Later - An Epilogue

- a. Tectonic Theatre Project on Tuesday, October 19, 2010 • 7:30 pm
- b. General Public - \$29.50, \$24.50, \$19.50 UW-W Student - \$14.50
There will be Post-show Q & A
- c. For more information please go to:
<http://www.uww.edu/youngauditorium/season/1011epilogue.html>

VIII. Climate Survey

- a. Eric reported that things are moving and pieces are coming together

IX. UW System Draft Policy for transitioning student athletes

- a. Amy spoke with the Commissioner for this region and they are currently talking with Bates College out east to cover content for the policy (*sorry if I spelled Bates wrong*)

X. UW System LGBTQ Summer Meeting (not the same thing as Inclusivity Initiative) & Adam Brigham (UW System Liaison)

- a. Had a meeting at UW-Stevens Point created a listserv (Kim Simes and Chris are currently on it)
- b. Adam Brigham (UW System) would like to come out will be inviting to our October meeting if he confirms we will likely do lunch with him before the meeting.

XI. Future meetings and locations

- a. Wednesday, October 13, 2010 at 1pm in UC 261
- b. Wednesday, November 10, 2010 at 1pm in UC 261
- c. Wednesday, December 8, 2010 at 1pm in UC 266

XII. Other areas of conversation

- a. IMPACT Meeting/Upcoming Events:
 - i. Meetings are held on Tuesdays, 7:30pm in UC 275A
 - ii. First meeting had 10 new students participate and an excellent turn out
 - iii. Theatre Department putting on "Speech and Debate" Barnett Theatre at 7pm November 11th through 15th, 2 to 3 IMPACT members will be available after the performance for a talk back session
 - iv. Ally Night will be happening on October 12th at 7:30pm, Location TBA
 - v. Plan to be in attendance at the Laramie Project, October 18th and 19th
 - vi. Robyn Ochs (Bi-Sexuality Speaker) coming to campus on October 26th giving 4 different presentations at: 12:30pm, 3pm, 5:15pm, and 7:30pm
- b. Ashley Struck & Katka Showers-Curtis discussed an undergraduate research project they are working on this semester revolving around LGBT training for faculty and staff who teach. They will be interviewing faculty on campus to get their perspectives on how they have learned to teach appropriate LGBT information in the classroom.
- c. Possibly bringing Staceyann Chin to campus in the spring
 - i. PB Poorman PRIDE Resource Center is looking at bringing Staceyann to campus in the spring (\$6000)
 - ii. Currently looking for other funding sources to help cover the cost: IMPACT (\$500), Women's Studies Department (\$1000), Cultural Affairs Committee, SEAL, Residence

Life, Residence Hall Association, Fair Wisconsin, PB Poorman PRIDE Resource Center (\$2000)

- iii. Ken suggested to connect with UW-Milwaukee to see they would also like to bring her to cut down on travel costs
- d. Chris shared schedule of programs the Resource Centers are planning for the fall (please see attached document)
- e. Susie Williams is retiring☺ and moving to TEXAS to be closer to family.
 - i. Her last day will be October 8th (please send her well wishes)
 - ii. PLUG: Her daughter is in a band called Girls Will Be Boys “GWBB” out of Texas, her favorite song is “BURN” however, some lyrics of the songs have naughty words



Warhawk Involvement Center Resource Center

Fall 2010 Programming Guide

Native American Heritage Days POW WOW in Delavan, WI

Saturday, September 18th

Bus Departs Visitor Center at 11am returning at 4:30pm please sign up on my.uww.edu to reserve your seat.

Join us for the Intertribal Traditional Good time Powwow in Delavan, WI. The ceremony will be held on the mounds with host drum: Night Eagle.

Exposed:

Learn about at a variety of oppressions at your own pace. Students can wander through all 4 Resource Centers during UC building hours.

September 19 – October 2

ARC: Lookism

MRC: Intersectionality

PPPRC: LGBT & Race

WRC: International

Women

October 10- 23

ARC: Class/Equality

MRC: Latino/a

PPPRC: Bisexuality

WRC: Workforce

Oppression

November 7 –20

ARC: Issues of Ability

MRC: Native Americans

PPPRC: Transgender

WRC: Sexual Violence

Lunch, Discuss, Grow

Join us in the Warhawk Involvement Center for lunch, a short presentation and conversation and reflection about the topic (*lunch is included*).

Tuesday, September 21st at 12:30pm

Speaker: Jim Butchart (Theatre Department)

Topic: Social Justice in Theatre

Thursday, October 7th at 12:30pm

Speaker: Olesya Ostapenko (Languages & Literature)

Topic: International Gender Issues

November TBA at TBA

Speaker: Jodi Landowski (Interpreter)

Topic: Sign Language and Yoga

Hate Speech

Tuesday, October 5th at 3:45pm in UC 68

We will be discussing what constitutes hate speech, and under what circumstances it is not protected by the First Amendment. Along with what steps people can take if they incur this on our campus.

Dialogue on the Human Perspective

Friday, October 8th from 1pm to 7pm (snacks provided)

This is an interactive “learn from your peers” program to open the conversation about privilege, diversity, creed, orientation, etc. **Please sign up at my.uww.edu to reserve your spot.**

Learning to be an Ally

Tuesday, October 12th at 3:45pm in UC 68

We will learn the importance of having visible allies on campus regarding different underrepresented groups.

Faculty, Staff and Students “Meet & Greet”

Thursday, October 14th from 4 to 6pm in the PB Poorman PRIDE Resource Center. All LGBTQA family are welcome to meet students and connect!

Bisexuality – Speaker Robyn Ochs

Tuesday, October 26th

5:15 – 6:15pm “Bisexuality, Feminism, Men & Me” at P.E.A.C.E. Meeting Location: TBA

7:30-9:30pm “Beyond Binaries: Identity and Sexuality” Open to all students Location: Hyland 2203

Project Clothesline

October 11th – November 5th T-shirt Pickup

T-shirts of all sizes are available at the front desk of Career & Leadership Development between office hours. This allows survivors of sexual and domestic violence to share their story through creative expression and shows just how many stories there are too share.

October 25th to November 18th the shirts will be displayed in the UC Concourse

Bias Incident/Hate Crime

Tuesday, November 2nd at 3:45pm in UC 259A

We will discern the difference between a hate crime and a hate bias incident.

Before Stonewall (Movie)

Tuesday, November 9th at 7:30pm in Hyland 2203

Stonewall became the signature event of the start of getting rights for the LGBT Community. There will be reflection time throughout the movie for people to add thoughts and perspectives to this movement.

Take Back the Night

Thursday, November 18th at 6pm in UC 259

This event seeks to help women and men reclaim their power after a sexual assault occurs. There will be a variety of speakers as well as a speak-out, where survivors & allies can share their stories. A Candle Light Vigil March from the UC to Jitters for reflection and encouraging the heart will follow.

New Faces of America

Wednesday, December 1st at 2:15pm in the Hamilton Room

This is a creative, multimedia production of music, film, and theatre. An individual actress becomes different characters in the fabric of our current culture. Stay after the production to speak with the screen writer and actress. To learn more about this presentation please go to:

<http://www.willandcompany.com/newfaces/index.shtml>

The Warhawk Involvement Resource Center Programs for Fall 2010

Exposed:

Learn about at a variety of oppressions at your own pace. Students can wander through all 4 Resource Centers during UC building hours.

September 19 – October 2

ARC: Lookism
MRC: Intersectionality
PPPRC: LGBT & Race
WRC: International Women

October 10- 23

ARC: Class/Equality
MRC: Latino/a
PPPRC: Bisexuality
WRC: Workforce Oppression

November 7 –20

ARC: Issues of Ability
MRC: Native Americans
PPPRC: Transgender
WRC: Sexual Violence

We highly encourage classes, organizations and individuals to walk through and process upon returning to class, group, or reflection time.

Heritage Days POW WOW in Delavan, WI

Saturday, September 18th

Bus Departs Visitor Center at 11am returning at 4:30pm
Please sign up on my.uww.edu to reserve your seat.

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Bisexuality – Speaker Robyn Ochs

Tuesday, October 26th

12:30-1:30pm “The Changing Landscape of Identity: Understanding and Supporting Bisexual Students” (for Faculty and Staff) Location: TBA

3 – 4pm “Counseling Staff: Working With Bisexual Clients” (UHCS & Residence Life staff) space for more please sign up at my.uww.edu Location: Classroom in basement of Ambrose Health Center

5:15 – 6:15pm “Bisexuality, Feminism, Men & Me” at P.E.A.C.E. Meeting Location: TBA

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There will be a variety of speakers as well as a speak-out, where survivors & allies can share their stories.

A Candle Light Vigil March from the UC to Jitters for reflection and encouraging the heart will follow.

Individuals in need of accommodations should contact Chris at 262-472-1167 or hollarc@uww.edu as soon as possible.